

**IN THE UNITED STATES DISTRICT  
COURT FOR THE NORTHERN DISTRICT  
OF TEXAS FORT WORTH DIVISION**

§  
**ROBERT (BOB) ROSS,** §  
Plaintiff/Counterclaim § **Civil Action No. 4:22-cv-343-Y**  
Defendant, §  
§  
v. §  
ASSOCIATION OF PROFESSIONAL §  
FLIGHT ATTENDANTS, *et al.*, §  
§  
Defendants/Counterclaim §  
Plaintiff.

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**APPENDIX IN SUPPORT OF PLAINTIFF'S MOTION FOR LEAVE TO FILE  
SECOND AMENDED COMPLAINT AND FOR JOINDER  
AND BRIEF IN SUPPORT**

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Plaintiff Robert “Bob” Ross, pursuant to Local Rules 7.1(i) and § C of this Court’s Case Management Requirements, submits this appendix of supporting documents and of non-published cases cited in, and in support of “PLAINTIFF’S MOTION FOR LEAVE TO FILE SECOND AMENDED COMPLAINT AND FOR JOINDER AND BRIEF IN SUPPORT.”

<u>Item</u>	<u>Description</u>	<u>Pgs.</u>
1	Supporting Documents Referenced in Brief	1-14

Respectfully submitted,  
K.D. PHILLIPS LAW FIRM, PLLC

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**ATTORNEY FOR PLAINTIFF**

**CERTIFICATE OF SERVICE**

I certify that the true and correct copy of this document was sent to all counsel of record, hereunder listed via ECF Filing **on this the 27th day of September 2023.**

/s/ Kerri Phillips  
Kerri Phillips, Esq.

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**From:** Erik Harris <[eharris@apfa.org](mailto:eharris@apfa.org)>  
**Date:** Thursday, October 22, 2020 at 12:14 PM  
**To:** Officers <[Officers@apfa.org](mailto:Officers@apfa.org)>  
**Cc:** Margot Nikitas <[MNikitas@apfa.org](mailto:MNikitas@apfa.org)>, Bill Osborne <[BOsborne@osbornelaw.com](mailto:BOsborne@osbornelaw.com)>  
**Subject:** FW: Memo for the Board and EC

## Erik Harris

National Treasurer

Association of Professional Flight Attendants

Office 817.540.0108x 6231 | Email [eharris@apfa.org](mailto:eharris@apfa.org)

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**From:** Hal O'Neil <[oneil@woodcpafirm.com](mailto:oneil@woodcpafirm.com)>  
**Date:** Thursday, October 22, 2020 at 12:11 PM  
**To:** Erik Harris <[eharris@apfa.org](mailto:eharris@apfa.org)>  
**Cc:** Pam Bush <[pbush@woodcpafirm.com](mailto:pbush@woodcpafirm.com)>  
**Subject:** Memo for the Board and EC

Erik.....attached is the Board and EC Memo for your review. Also are the attached schedules for each officer. Please get back to me if this memo looks OK.

Thanks, Hal

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Hal O'Neil, CPA  
Wood, Stephens & O'Neil, L.L.P.  
6300 Ridgea Place, Suite #318  
Fort Worth, TX 76116

**Direct line - 817-886-3428**  
Firm tele. - 817-377-1700 (my extension #601)  
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Attachments:

APFA - Board and EC memo.pdf	79.7 KB
APFA - Vargas schedules A - C.pdf	112 KB
APFA - Dunaway schedules A - C.pdf	112 KB
APFA - Martin schedules A - C.pdf	113 KB
APFA - Ross schedules A - C.pdf	137 KB

## Appendix 1

**Wood, Stephens &  
O'Neil, L.L.P.  
Certified Public Accountants**

6300 Ridglea Place, Suite 318  
Fort Worth, TX 76116  
Tele. 817-377-1700  
Fax 817-377-1870

**CONFIDENTIAL MEMORANDUM**

MEMO TO: APFA Board of Directors and the Executive Committee

FROM: Hal O'Neil, CPA, Pam Bush

SUBJECT: Review of officer disbursements and the Bob Ross transition agreement

DATE: October 22, 2020

The current APFA officers, in consultation with the APFA staff attorney and outside counsel, requested that our firm review specific former officer expense reimbursements and payroll disbursements, as well as the payments arising from the Bob Ross confidential transition agreement. This informal engagement is substantially less in scope than an audit engagement, the objective of which would be the expression of an opinion regarding these specific disbursements. Accordingly, we do not express an opinion or any form of assurance regarding these disbursements. Our task under this informal engagement, was as follows:

1. To review the backup for the former officers' salary disbursement amounts from 2016 - 2018 and to determine these base salaries were calculated correctly and in compliance with the guidelines and pay rates stipulated in the APFA policy manual. Please see the enclosed schedule A for each officer.
2. To prepare an overpayment schedule of the accrued and unused sick, and accrued and unused vacation time payments made to Bob Ross in 2018, similar to the overpayment schedules we prepared previously for the other three officers. Please see the enclosed schedules B and C for each officer. These overpayment schedules for the other officers were previously provided to the Board of Directors. Please note the Bob Ross confidential transition agreement states that he will be paid all of his accrued and unused sick, and accrued and unused vacation time. This agreement doesn't specify that the payments be made in accordance with the policy manual guidelines. Consequently, these payments appear appropriate and in compliance with the transition agreement. This agreement also specifies reimbursement payments to him of up to \$10,000 in actual moving expenses. His moving expense reimbursement payments did not exceed this amount.
3. To assist the APFA accounting department staff in reviewing and organizing the various requested documents, as set forth in the flight attendants Chinery and Lee financial document request.

Please contact us should the Board of Directors or the Executive Committee have questions regarding our limited engagement.

Sincerely,

*Hal O'Neil, CPA*

A

**Eugenio Vargas - National Treasurer Pay**

105 hours paid monthly at the highest purser pay including international override, per the policy manual.

* Maximum flight attendant pay	60.13
Purser Pay	7.50
International pay	3.75
	<hr/>
	71.38
	105 hours
	7,494.90

Bi-monthly pay 4/1/16 - 12/31/16	3,747.45
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** Maximum flight attendant pay	61.33
Purser Pay	7.50
International pay	3.75
	<hr/>
	72.58
	105 hours
	7,620.90

Bi-monthly pay - 1/1/17 - 5/1/17	3,810.45
----------------------------------	----------

91,450.80	Annual salary
250.55	Daily rate for sick and vacation

*** Maximum flight attendant pay	64.96
Purser Pay	7.50
International pay	3.75
	<hr/>
	76.21
	105 hours
	8,002.05

Bi-monthly pay - 5/2/17 - 12/31/17	4,001.03
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96,024.60	Annual salary
263.08	Daily rate for sick and vacation

**** Maximum flight attendant pay	66.26
Purser Pay	7.50
International pay	3.75
	<hr/>
	77.51
	105 hours
	8,138.55

Bi-monthly pay - 1/1/18 - 3/31/18	4,069.28
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97,662.60	Annual salary
267.57	Daily rate for sick and vacation

- \* Pay rates effective 4/1/16
- \*\* Pay rates effective 1/1/17 - 5/1/17
- \*\*\* Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)
- \*\*\*\* Pay rates effective 1/1/18 - 3/31/18

B				
National Officer:	Eugenio Vargas			
	Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
Profit Sharing - 2016				2,435.07 (paid 3/10/17)
Vacation Pay - 2017	\$ 91,450.80	250.55	14	3,507.70 (paid 3/31/2017)
Sick Pay - 2017	\$ 91,450.80	250.55	12	3,006.60 (paid 3/31/2017)
Retro				831.60 (paid 6/1/17)
			\$ 150.00	(paid 1/25/18)
Profit Sharing 2017				2,269.76 (paid 3/9/18)
Vacation Pay - 2018	\$ 113,021.02	309.65	14	4,335.10 (paid 3/29/2018)
Sick Pay - 2018	\$ 113,021.02	309.65	12	3,715.80 (paid 3/29/2018)
Vacation Pay - 2017 - (adjustment paid in 2018)				523.46
Sick Pay - 2017 - (adjustment paid in 2018)				448.68
End of Term Payout - 2018	\$ 111,317.70	304.98	54	16,468.92 (paid 6/29/2018)
Profit Sharing - 2018				1,141.03 (paid 3/8/19)

C

National Officer: Eugenio Vargas		Overpayment Calculation			
		Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
<b>Vacation Pay - 2018</b>					
Original amount - paid in error (a)	\$ 113,021.02	309.65	14	\$ 4,335.10	(paid 3/29/2018)
Correct calculation amount	\$ 97,662.72	267.57	14	\$ 3,745.98	
			<b>Overpayment</b>	<b>\$ 589.12</b>	<b>\$ 589.12</b>
<b>Sick Pay - 2018</b>					
Original amount - paid in error (a)	\$ 113,021.02	309.65	12	\$ 3,715.80	(paid 3/29/2018)
Correct calculation amount	\$ 97,662.72	267.57	12	\$ 3,210.84	
			<b>Overpayment</b>	<b>\$ 504.96</b>	<b>\$ 504.96</b>
<b>End of term payout - 2018</b>					
Original amount - paid in error (a)	\$ 111,317.70	304.98	54	\$ 16,468.92	(paid 6/29/2018)
Correct calculation amount	\$ 97,662.60	267.57	54	\$ 14,448.78	
			<b>Overpayment</b>	<b>\$ 2,020.14</b>	<b>\$ 2,020.14</b>
<b>Vacation Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>			<b>Overpayment</b>	<b>\$ 523.46</b>	<b>\$ 523.46</b> (paid 3/29/2018)
<b>Sick Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>			<b>Overpayment</b>	<b>\$ 448.68</b>	<b>\$ 448.68</b> (paid 3/29/2018)
				<b>Overpayment subtotal</b>	<b>\$ 4,086.36</b> **
<b>Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **</b>				<b>\$ 57.21</b>	(based on 1.4%)
<b>Total overpayment - due to APFA</b>				<b>\$ 4,143.57</b>	
(a) - included union pay (MEA/SAF)					

A

**Marcy Dunaway - National Secretary Pay**

105 hours paid monthly at the highest purser pay including international override, per the policy manual.

* Maximum flight attendant pay	60.13
Purser Pay	7.50
International pay	3.75
	<hr/>
	71.38      105 hours      7,494.90

Bi-monthly pay 4/1/16 - 12/31/16	3,747.45
----------------------------------	----------

** Maximum flight attendant pay	61.33
Purser Pay	7.50
International pay	3.75
	<hr/>
	72.58      105 hours      7,620.90

Bi-monthly pay - 1/1/17 - 5/1/17	3,810.45
----------------------------------	----------

91,450.80	Annual salary
250.55	Daily rate for sick and vacation

*** Maximum flight attendant pay	64.96
Purser Pay	7.50
International pay	3.75
	<hr/>
	76.21      105 hours      8,002.05

Bi-monthly pay - 5/2/17 - 12/31/17	4,001.03
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96,024.60	Annual salary
263.08	Daily rate for sick and vacation

**** Maximum flight attendant pay	66.26
Purser Pay	7.50
International pay	3.75
	<hr/>
	77.51      105 hours      8,138.55

Bi-monthly pay - 1/1/18 - 3/31/18	4,069.28
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97,662.60	Annual salary
267.57	Daily rate for sick and vacation

\* Pay rates effective 4/1/16

\*\* Pay rates effective 1/1/17 - 5/1/17

\*\*\* Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

\*\*\*\* Pay rates effective 1/1/18 - 3/31/18

B				
National Officer:	Marcy Dunaway			
	Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
Profit Sharing - 2016				2,424.86 (paid 3/10/17)
Vacation Pay - 2017	\$ 91,450.80	250.55	14	3,507.70 (paid 3/31/2017)
Sick Pay - 2017	\$ 91,450.80	250.55	12	3,006.60 (paid 3/31/2017)
Retro				831.60 (paid 6/1/17)
Triple Grand Slam				300.00 (paid 7/6/17)
Grand Slam				150.00 (paid 1/25/18)
Profit Sharing - 2018				2,270.35 (paid 3/9/18)
Vacation Pay - 2018	\$ 112,659.36	308.66	14	4,321.24 (paid 3/29/2018)
Sick Pay - 2018	\$ 112,659.36	308.66	12	3,703.92 (paid 3/29/2018)
Vacation Pay - 2017 - (adjustment paid in 2018)				513.10
Sick Pay - 2017 - (adjustment paid in 2018)				439.80
				952.90 (paid 3/29/2018)
End of Term Payout - 2018	\$ 110,926.06	303.91	60	18,234.60 (paid 6/29/2018)
Profit Sharing - 2018				1,199.47 (paid 3/8/19)

C

<b>National Officer:</b> <u>Marcy Dunaway</u>		<u>Overpayment Calculation</u>			
		Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
<b>Vacation Pay - 2018</b>					
Original amount - paid in error (a)	\$ 112,659.36	308.66	14	\$ 4,321.24	(paid 3/29/2018)
Correct calculation amount	\$ 97,662.72	267.57	14	\$ 3,745.98	
			<b>Overpayment</b>	<b>\$ 575.26</b>	<b>\$ 575.26</b>
<b>Sick Pay - 2018</b>					
Original amount - paid in error (a)	\$ 112,659.36	308.66	12	\$ 3,703.92	(paid 3/29/2018)
Correct calculation amount	\$ 97,662.72	267.57	12	\$ 3,210.84	
			<b>Overpayment</b>	<b>\$ 493.08</b>	<b>\$ 493.08</b>
<b>End of term payout - 2018</b>					
Original amount - paid in error (a)	\$ 110,926.06	303.91	60	\$ 18,234.60	(paid 6/29/2018)
Correct calculation amount	\$ 97,662.60	267.57	60	\$ 16,054.20	
			<b>Overpayment</b>	<b>\$ 2,180.40</b>	<b>\$ 2,180.40</b>
<b>Vacation Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>					
Sick Pay - 2017 - (adjustment paid in 2018....all paid in error)			<b>Overpayment</b>	<b>\$ 513.10</b>	<b>\$ 513.10</b>
					(paid 3/29/2018)
			<b>Overpayment</b>	<b>\$ 439.80</b>	<b>\$ 439.80</b>
					(paid 3/29/2018)
			<b>Overpayment subtotal</b>	<b>\$ 4,201.64</b>	<b>**</b>
<b>Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **</b>					
				<b>\$ 58.82</b>	(based on 1.4%)
<b>Total overpayment - due to APFA</b>					
				<b>\$ 4,260.46</b>	
(a) - included union pay (MEA/SAF)					

## A

**Nena Martin - National Vice President Pay**  
**National President Pay (3/2/18)**

110.5 hours paid monthly at the highest purser pay including international override, per the policy manual.

* Maximum flight attendant pay	60.13
Purser Pay	7.50
International pay	3.75
	71.38
	110.5 hours
	7,887.49

Bi-monthly pay 4/1/16 - 12/31/16	3,943.75
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** Maximum flight attendant pay	61.33
Purser Pay	7.50
International pay	3.75
	72.58
	110.5 hours
	8,020.09

Bi-monthly pay - 1/1/17 - 5/1/17	4,010.05
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96,241.08	Annual salary
263.67	Daily rate for sick and vacation

*** Maximum flight attendant pay	64.96
Purser Pay	7.50
International pay	3.75
	76.21
	110.5 hours
	8,421.21

Bi-monthly pay - 5/2/17 - 12/31/17	4,210.60
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101,054.46	Annual salary
276.86	Daily rate for sick and vacation

**** Maximum flight attendant pay	66.26
Purser Pay	7.50
International pay	3.75
	77.51
	110.5 hours
	8,564.86

Bi-monthly pay - 1/1/18 - 3/1/18	4,282.43
----------------------------------	----------

102,778.26	Annual salary
281.58	Daily rate for sick and vacation

**Stepped In as President on 3/2/18**

***** Maximum flight attendant pay	66.26
Purser Pay	7.50
International pay	3.75
	77.51
	116 hours
	8,991.16

Bi-monthly pay - 3/2/18 - 3/31/18	4,495.58
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107,893.92	Annual salary
295.60	Daily rate for sick and vacation

- \* Pay rates effective 4/1/16
- \*\* Pay rates effective 1/1/17 - 5/1/17
- \*\*\* Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)
- \*\*\*\* Pay rates effective 1/1/18 - 3/31/18

**Appendix 9**

B				
National Officer:	Nena Martin			
	Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
Profit Sharing - 2016				2,541.90 (paid 3/10/17)
Vacation Pay - 2017	\$ 96,241.20	263.67	14	3,691.38 (paid 3/31/2017)
Sick Pay - 2017	\$ 96,241.20	263.67	12	3,164.04 (paid 3/31/2017)
Retro Pay				875.16 (paid 6/1/17)
Triple Play Grand Slam				300.00 (paid 7/6/17)
Grand Slam				150.00 (paid 1/25/18)
Profit Sharing - 2017				2,373.70 (paid 3/9/18)
Vacation Pay - 2018	\$ 131,844.90	361.22	14	5,057.08 (paid 3/29/2018)
Sick Pay - 2018	\$ 131,844.90	361.22	12	4,334.64 (paid 3/29/2018)
Vacation Pay - 2017 - (adjustment paid in 2018)				520.94
Sick Pay - 2017 - (adjustment paid in 2018)				439.80
				960.74 (paid 3/29/18)
End of Term Payout - 2018	\$ 118,046.02	323.41	60	19,404.60 (paid 6/29/2018)
Profit Sharing - 2018				1,279.64 (paid 3/8/19)

C

National Officer:		Overpayment Calculation			
		Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment
<b>Vacation Pay - 2018</b>					
Original amount - paid in error (a)	\$ 131,844.90	361.22	14	\$ 5,057.08	(paid 3/29/2018)
Correct calculation amount	\$ 101,510.74	278.11	14	\$ 3,893.54	
			Overpayment	\$ 1,163.54	\$ 1,163.54
<b>Sick Pay - 2018</b>					
Original amount - paid in error (a)	\$ 131,844.90	361.22	12	\$ 4,334.64	(paid 3/29/2018)
Correct calculation amount	\$ 101,510.74	278.11	12	\$ 3,337.32	
			Overpayment	\$ 997.32	\$ 997.32
<b>End of term payout - 2018</b>					
Original amount - paid in error (a)	\$ 118,046.02	323.41	60	\$ 19,404.60	(paid 6/29/2018)
Correct calculation amount	\$ 107,893.92	295.60	60	\$ 17,736.00	
			Overpayment	\$ 1,668.60	\$ 1,668.60
<b>Vacation Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>		Overpayment	\$ 520.94	\$ 520.94	(paid 3/29/2018)
<b>Sick Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>		Overpayment	\$ 439.80	\$ 439.80	(paid 3/29/2018)
		Overpayment subtotal		\$ 4,790.20	**
<b>Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **</b>				\$ 67.06	(based on 1.4%)
<b>Total overpayment - due to APFA</b>				\$ 4,857.26	
(a) - included union pay (MEA/SAF)					

A

**Bob Ross - National President Pay**

116 hours paid monthly at the highest purser pay including international override, per the policy manual.

* Maximum flight attendant pay	60.13	
Purser Pay	7.50	
International pay	3.75	
	<hr/>	
71.38	116 hours	8,280.08

Bi-monthly pay 4/1/16 - 12/31/16	4,140.04
----------------------------------	----------

** Maximum flight attendant pay	61.33	
Purser Pay	7.50	
International pay	3.75	
	<hr/>	
72.58	116 hours	8,419.28

Bi-monthly pay - 1/1/17 - 5/1/17	4,209.64
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101,031.36	Annual salary
276.80	Daily rate for sick and vacation

*** Maximum flight attendant pay	64.96	
Purser Pay	7.50	
International pay	3.75	
	<hr/>	
76.21	116 hours	8,840.36

Bi-monthly pay - 5/2/17 - 12/31/17	4,420.18
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106,084.32	Annual salary
290.64	Daily rate for sick and vacation

**** Maximum flight attendant pay	66.26	
Purser Pay	7.50	
International pay	3.75	
	<hr/>	
77.51	116 hours	8,991.16

Bi-monthly pay - 1/1/18 - 7/31/18	4,495.58
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107,893.92	Annual salary
295.60	Daily rate for sick and vacation

\* Pay rates effective 4/1/16

\*\* Pay rates effective 1/1/17 - 5/1/17

\*\*\* Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

\*\*\*\* Pay rates effective 1/1/18 - 7/31/18

B					
National Officer:	<u>Bob Ross</u>				
	Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment	
Profit Sharing - 2016				2,652.22 (paid 3/10/17)	
Vacation Pay - 2017	\$ 101,031.36	276.80	14	3,875.20 (paid 3/31/17)	
Sick Pay - 2017	\$ 101,031.36	276.80	12	3,321.60 (paid 3/31/17)	
Retro - Wage Arbitration Award 1.6%				918.72 (paid 6/1/17)	
Triple Play Grand Slam				300.00 (paid 7/6/17)	
Grand slam (Additional \$50 grand slam paid on 2/15/18 salary check)				150.00 (paid 1/25/18)	
2017 Profit Sharing				2,458.19 (paid 3/9/18)	
Vacation & Sick Pay - 2017 - (adjustment paid in 2018)				968.76 (paid 3/29/2018)	
Vacation Pay - 2017 (remaining unused days per agreement)	\$ 114,632.67	314.06	17	5,339.02 (paid 3/29/2018)	
Vacation Pay - 2018 (remaining unused days per agreement)	\$ 122,121.70	334.58	29	9,702.82 (paid 3/29/2018)	
	(Paid in two checks in the amount of \$4,851.41 each)				
Sick Pay - 2018	\$ 122,121.69	334.58	12	4,014.96 (paid 3/29/2018)	
End of Term Payout - 2017 (January 1 - December 31, 2017)	\$ 118,046.02	334.58	35	11,710.30 (paid 3/29/2018)	
	(Paid in two checks in the amount of \$3,903.43 each and one for \$3,903.44)				
End of Term Payout - 2018 (January 1 - July 31, 2018)	\$ 118,046.02	334.58	20.44	6,838.82 (paid 3/29/2018)	
	(Paid in two checks in the amount of \$3,419.41 each)				
Profit sharing 2018				1,403.99 (paid 3/8/19)	

C						
National Officer: Bob Ross		Overpayment Calculation				
		Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment	
<b>Vacation Pay - 2017</b>						
Original amount		\$ 101,031.36	276.80	14	\$ 3,875.20	OK (paid 3/31/17)
				Overpayment	\$ -	\$ -
<b>Sick Pay - 2017</b>						
Original amount		\$ 101,031.36	276.80	12	\$ 3,321.60	OK (paid 3/31/17)
				Overpayment	\$ -	\$ -
<b>Vacation &amp; Sick Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>				Overpayment	\$ 968.76	\$ 968.76
<b>Vacation Pay - 2017 (remaining unused days per agreement)</b>						
Original amount - paid in error (a)		\$ 114,632.67	314.06	17	\$ 5,339.02	(paid 3/29/2018)
Correct calculation amount		\$ 101,031.36	276.80	17	\$ 4,705.60	
				Overpayment	\$ 633.42	\$ 633.42
<b>Vacation Pay - 2018 (remaining unused days per agreement)</b>						
Original amount - paid in error (a)		\$ 122,121.70	334.58	29	\$ 9,702.82	(paid 3/29/2018)
Correct calculation amount		\$ 107,893.92	295.60	29	\$ 8,572.40	
				Overpayment	\$ 1,130.42	\$ 1,130.42
<b>Sick Pay - 2018</b>						
Original amount - paid in error (a)		\$ 122,121.69	334.58	12	\$ 4,014.96	(paid 3/29/2018)
Correct calculation amount		\$ 107,893.92	295.60	12	\$ 3,547.20	
				Overpayment	\$ 467.76	\$ 467.76
<b>End of term payout - 2017 (January 1 - December 31, 2017)</b>						
Original amount - paid in error (a)		\$ 118,046.02	334.58	35	\$ 11,710.30	(paid 3/29/2018)
Correct calculation amount		\$ 107,893.92	295.60	35	\$ 10,346.00	
				Overpayment	\$ 1,364.30	\$ 1,364.30
<b>End of Term Payout - 2018 (January 1 - July 31, 2018)</b>						
Original amount - paid in error (a)		\$ 118,046.02	334.58	20.44	\$ 6,838.82	(paid 3/29/2018)
Correct calculation amount		\$ 107,893.92	295.60	20.44	\$ 6,042.06	
				Overpayment	\$ 796.75	\$ 796.75
				Overpayment subtotal	\$ 5,361.41	**
Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **					\$ 75.06	(based on 1.4%)
<b>Total overpayment - due to APFA</b>					\$ 5,436.47	